

From the Assistant G-1 (Civilian Personnel Policy) to our Stakeholders:

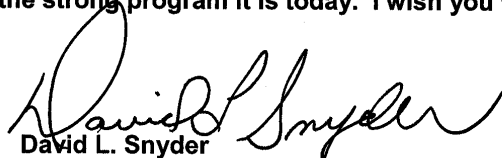
As I write this year's message, Civilian Human Resources programs are undergoing sweeping changes, and many innovations are on the table. Paramount among them is the National Security Personnel System that will provide a whole new foundation of policies and procedures for CHR administration and management.

Organizationally, we are also involved in big changes. In October 2003, the Civilian Human Resource Agency assumed management control of the local Civilian Personnel Advisory Centers. The Centers are now an integral part of each of the eight civilian personnel regions. Another change that occurred in October 2003 was the merger of the Army Personnel Command and the Army Reserve Personnel Command to form the U.S. Army Human Resources Command (HRC). This merger is part of a larger Army transformation plan that will eventually re-engineer all phases of military and civilian human resource management.

We continue to seek approval of significant new concepts in civilian career management. The Senior Army Workforce (SAW) is such a concept and represents a major step forward for civilian senior leader management. Initially, the SAW will include over 10,000 civilians, a number which will increase as more functional responsibilities are transferred to the civilian workforce, permitting soldiers to be assigned to the operational force. The five key components of the SAW foundation are Central Management, Training and Development, Multifunctional Career Tracks, a Competency Based System, and Central Selection.

In keeping with the ongoing drive to provide world-class automated resources and tools, we will soon be replacing the Civilian Personnel Online with a one-stop Internet portal that will provide applicants, personnelists, and managers with seamless and secure access to all of our worldwide applications and information resources.

With my retirement, this, regrettably, is my last CHR Annual Evaluation submission to you. I am proud of the work we have done for the Army. Together we have made CHR the strong program it is today. I wish you well.


David L. Snyder

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